

THE DUTY TO ACCOMMODATE AND COVID-19

Half-Day Intensive Virtual Workshop

As Canadian employers implement vaccination and return to work policies, many face new and challenging requests for accommodation based on disability, religious and family status grounds. In these unprecedented times, understanding when the duty to accommodate is triggered and how far it extends can be challenging for an employer.

This practical, half-day workshop provides participants with the knowledge and tools to assess and respond to a request for COVID-19 related accommodation in the workplace.

Using interactive learning and real life-scenarios, topics include:

1. *The Duty to Accommodate: An Overview*

- When is the duty to accommodate triggered?
- Factors that establish undue hardship.
- The employee's role in the accommodation process.

2. *COVID-19 Vaccination and Accommodation*

- What is the threshold to establish a medical or religious exemption to vaccination?
- Strategies to respond to a request for medical or religious exemption to vaccination.
- Undue hardship in the context of COVID-19 vaccination.

3. *Work-From-Home Accommodation*

- When is an employee entitled to a work-from-home arrangement as a means of accommodation?
- Strategies to respond to and address requests for work-from-home arrangements.

DATE & TIME: Tuesday, October 26, 9:00am – 12:00pm OR 1:00pm – 4:00pm
Tuesday, November 2, 9:00am – 12:00pm OR 1:00pm – 4:00pm

LOCATION: Zoom Virtual Workshop

COST: \$400 plus tax

REGISTER: [Here](#) [you will receive a secure Zoom link 24 hrs prior]

This is a small group workshop; space is extremely limited.

